

RESOLUTION 1632

A RESOLUTION OF THE CITY OF NORTH BEND, WASHINGTON, AMENDING THE CITY'S PERSONNEL MANUAL ADOPTED ON NOVEMBER 22, 2000

WHEREAS, the City Council approved Resolution 779 on November 22, 2000 adopting a Personnel Manual; and

WHEREAS, the City Council last amended the Personnel Manual by approval of Resolution 1596 on July 17, 2012; and

WHEREAS, the City Council now wishes to amend this Personnel Manual by adding a new section 4.950 entitled "Exempt Employee Performance Review" to require annual performance evaluations of exempt employees linking any pay increases with performance and the completion of enumerated goals; and

WHEREAS, the City Council now wishes to amend section 6.110 Medical, Dental and Vision Insurance Benefits to provide that the City shall not pay for medical insurance for spouses of exempt employees when such spouse has medical insurance from his or her employer; and

WHEREAS, the City Council now wishes to amend section 7.150 Dress Code to provide that the City may occasionally purchase logo clothing for Council and employees; and

WHEREAS, the City Council now wishes to add a new section 7.450 entitled "No Tobacco Policy" to prohibit smoking and/or use of tobacco or tobacco like products by employees in all City facilities, including City owned buildings, vehicles, equipment or offices;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NORTH BEND, WASHINGTON, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. There is hereby added a new section 4.950 entitled "Exempt Employee Performance Review" to the City's adopted Personnel Manual which shall read as set forth in the attached Exhibit "A".

Section 2. Section 6.110 entitled "Medical, Dental and Vision Insurance Benefits" to the City's adopted Personnel Manual shall be amended to read as set forth in the attached Exhibit "A".

Section 3. Section 7.150 entitled "Dress Code" to the City's adopted Personnel Manual shall be amended to read as set forth in the attached Exhibit "A".

Section 4. There is hereby added a new section 7.450 entitled “No Tobacco Policy” to the City’s adopted Personnel Manual which shall read as set forth in the attached Exhibit “A”.

**PASSED BY THE CITY COUNCIL OF THE CITY OF NORTH BEND,
WASHINGTON, AT A REGULAR MEETING THEREOF, THIS 5TH DAY OF
NOVEMBER, 2013.**

CITY OF NORTH BEND:

APPROVED AS TO FORM:

Kenneth G. Hearing, Mayor

Michael R. Kenyon, City Attorney

ATTEST/AUTHENTICATED:

Effective: November 5, 2013

Posted: November 6, 2013

Susie Oppedal, City Clerk